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Central Records
Springfield Virginia 22131 (000) 634-6332
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A SUMMARY OF THE EMPLOYMENT OF
NEGROES IN THE SAVINGS AND LOAN
ASSOCIATIONS IN THE GREATER BALTIMORE AREA

In the spring of 1967, the Community Relations Commission began a program with the Savings and Loan Associations of the greater Baltimore area. Similar to an earlier project with commercial banks, twelve (12) of the major Savings and Loan Associations have agreed to cooperate with the Commission in seeking ways to increase the number of minority group employees in their corporations, especially in white collar and professional ranks.

The first step in this program has been to gather employment data. The Savings and Loan Associations have agreed to submit this data, comprising employment and hiring figures, every six months, with the first report covering the period from May 30, 1967, to September 30, 1967.

As noted in Table I, the twelve (12) associations employ 651 people. Of this number, fifty (50) or 7.6 percent are Negroes. However, when service employees are excluded, it is to be noted that there are only twenty-one (21) Negro employees out of a total six-hundred and twelve (612) for a percentage of 3.4. Negroes are virtually excluded from the top four job levels in the associations, with only one Negro officer and only one Negro in a senior clerk position. The largest percentage of Negroes in positions other than the service category is in the junior clerk category, with seven (7) Negroes out of a total of fifty-five (55) positions, or 12.7 percent. The machine operator category is next where there are two Negroes out of a total of forty-one (41) employees, or a percentage of 4.8. The teller category follows, where there are six (6) Negroes out of a total of one-hundred and thirty-seven (137) employees or a percentage of 4.3.

Hiring in Savings and Loan Institutions was relatively low during this reporting period. Out of sixteen (16) tellers, three (3) junior clerks, and ten (10) clerk typists hired, there were two (2) Negro tellers, one (1) Negro junior clerk, and four (4) Negro clerk typists. Although administrative trainees, senior clerks and machine operators were also hired, no Negroes were employed in these categories.

Most companies indicated that recruitment through the daily papers was the most effective method of getting applicants from all segments of the community. The few companies which indicated that they advertised in news media aimed at the Negro community related that this enabled them to attract Negro applicants. A few companies recruited persons through the Urban League and the Maryland State Employment Service. This was also felt to be an effective method of attracting prospective Negro applicants.

The problems which confronted the majority of companies were finding qualified Negro applicants and also the failure of some applicants, who qualified and were accepted for jobs, to report for work.

One company paid the entire costs for employees to participate in American Savings and Loan Institute courses. This practice could be most beneficial to Negro applicants, who have certain basic abilities to learn more about the field of Savings and Loan Institutions, but who don't have the resources to avail themselves of courses such as those mentioned above.

The problem of making available job opportunities for the "hard core" unemployed, and the many Negroes which comprise this group, is the responsibility of every industry engaged in private enterprise. The initial steps taken by some associations to hire Negroes in categories other than the traditional ones, indicate a willingness on the part of those associations to act. The methods of recruiting designed to reach a greater portion of the Negro population indicate greater efforts toward employing numbers of Negroes. These efforts signify progress, but must be utilized on a much more widespread basis in order that the "employment and economic gap" be eliminated.

Discussions with the associations lead the Commission to believe that greater attention will be given to the question of finding qualified and qualifiable Negro employees in the future. It is to be hoped that the above figures will improve substantially by the time the next report is issued for the period ending March 31, 1968.

TABLE ONE

EMPLOYMENT OF NEGROES
TWELVE SAVINGS AND LOAN ASSOCIATIONS
METROPOLITAN BALTIMORE AREA

Period from May 30, 1967 to
September 30, 1967

Job Classification	Total Employees	Total Negro Employees	Negroes as % of Employees
Officers	144	1	0.6%
Administrative Officers	51	0	0.0%
Administrative Trainees	1	0	0.0%
Senior Clerks	43	1	2.3%
Machine Operators	41	2	4.8%
Tellers	137	6	4.3%
Stenographers	54	0	.0%
Junior Clerks	55	7	12.7%
Clerk Typists	84	4	4.7%
Other Trainees	2	0	.0%
Service Employees	39	29	74.3%
Sub Total (Excluding service employees)	612	21	3.4%
Total	651	50	7.6%

TABLE IWC

HIRING OF NEGROES
TWELVE SAVINGS AND LOAN ASSOCIATIONS
METROPOLITAN BALTIMORE AREA

Period from May 30, 1967 to
September 30, 1967

<u>Job Classification</u>	<u>Total Employees Hired</u>	<u>Total Negroes Hired</u>	<u>Negroes as % of Total</u>
<u>Officers</u>	-	-	-
<u>Administrative Assistants</u>	2	-	0%
<u>Administrative Trainees</u>	-	-	-
<u>Senior Clerks</u>	1	-	0%
<u>Machine Operators</u>	2	-	0%
<u>Tellers</u>	16	2	12.5%
<u>Stenographers</u>	-	-	-
<u>Junior Clerks</u>	3	1	33.33%
<u>Clerk Typists</u>	10	4	40%
<u>Other Trainees</u>	-	-	-
<u>Service Employees</u>	3	1	33.33%
<u>Sub Total (Excluding service)</u>	34	7	20.2%
<u>Total</u>	37	8	21.6%

EMPLOYMENT OF NEGROES

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